# "A study to the effect of Yogic Intervention in promotion of Mental Health of Corporate Personal"

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**SYNOPSIS**

***For PhD Programme***


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## NEED AND SIGNIFICANCE OF THE STUDY

Over the last few decades, significant environmental changes have largely reshaped the corporate world. With the introduction of modern technology and increasing globalization of economic activities, many of the conventional means of conducting business have become obsolete. In such a volatile environment, many managers and executives are facing complexity in making optimal progress in their work.

Managers generally function under stress and strain. They have to work in a target oriented area, where deadlines are given. They have to perform under conflict situations in the midst of increasing competition at national and international level against rapidly changing environment. Along with their professional or organizational goal they have to perform their personal goals too because of that their mind remains always under stress, anxiety, fear, frustration, uncertainty, conflicts in interpersonal relationship etc. These emotional fluctuation and mental state weaker their effectiveness and performance at work. The success of any organization required effectiveness and excellence of its employees. **Mental Health, Emotional Intelligence and Work Motivation** is need of today's corporate executives.

**Gabriel Phyllis, Liimataainen Riitta-Majro (2004)** each year, nearly 3 out of every 10 employees experience **Mental Health** problems. Numerous studies on stress confirm that work-related stress and illness it causes are common. **The self reported occurrence of anxiety and depression ranges from 15% to 31% of the working population.** In the **UK 80%** of people diagnosed with depression are treated entirely within primary health care. It has been estimated that approximately 40% of all primary health care visits are due to common mental health disorder. A UK governmental agency, the **Health and Safety Executive** recommends that a **Mental Health policy** be an integral part of any organization's health & safety policy. **SSI Agency (2007)** by 2005 **35%** of all early retirements in Sweden were linked to Mental Health problems. Maintaining good mental health in the work place can also help boost business productivity and at the same time help the achieving goals for economic growth and global competitiveness. This importance of mental health and well being is also recognized in the community Strategy on Health and Safety at work for 2007-2012. **(McDaid2008)**

In today's context **Emotional Intelligence** is being perceived as the most important element in a person's success. **Goleman (1995)** suggests that while 20 percent success is determined by IQ, the remaining 80 percent success is determined by EQ. It is now widely believed that emotions rather that IQ may be the true measure of human intelligence. Therefore behavioral scientists are now focusing on emotional intelligence. **TischlerLen (2002)** has shown a positive relationship between emotional intelligence and work place success. The study of

Emotional Intelligence is gaining popularity in management literature because of its significant contribution to managerial effectiveness. According to the proponents of emotional intelligence, a person's emotional make up largely determines his personal and professional success.

Work motivation is another important factor affecting manager's success in an organization. Morally motivated individual behave more cooperatively with their employee. It is the core of the Management. If a firm can attract workers who are strongly motivated by ethical concern, moral hazard problems like shirking can be reduced. **(Journal of Brand Management advance online publication on 14 Dec 2007). Thomas A. Langens, university of wuppertal, Germany (2002),** explore out the relationship between motivation and wellbeing, in their research they explain that work motivation in executive leads to job satisfaction and psychological well being, which enhance the productivity of executives. **Peter Gropel, Technische University Munchen, Germany (2006)** examine the role of work motivation on achievement, goal setting and found that higher work motivation gives greater achievement to employee.

Thus we can get an idea about the importance of Mental Health, Emotional Intelligence, and Work Motivation at work place. A Mentally Healthy, Emotional Intelligence and Work Motivated employee can work as a milestone for his organization. But unfortunately maximum organization put more emphasis on productivity of worker not over their productivity enhancing traits. One of the most effective methods to get these is Yoga. Yoga has proved to be popular among corporate. On the other hand yoga is gaining popularity all over the world due to its multidimensional utility. Yoga is a science of personality development and Mind Body intervention, which has been recognized by **World Health Organization** (WHO) and is largely used in health prevention and care. According to **Siegel P. (2007)** a very recent report of survey in different clinical trials published in North Americans journals of different specialties, 91% of the researches consider yoga a promising instrument for cure, prevention, health promotion and quality of life. **Szopa J (2006)** have shown that yoga practice increases stress resistance, emotional balance, health improvement, mind concentration and attention. Yoga offers many health solutions to the mass. But for the Corporate World, Yoga offers solution for accident prevention, injury prevention, stress, anxiety cutting down on sick time and can promote Emotional Intelligence, Mental Health, and Work Motivation of employees.

Here is an attempt made to give Yogic Package for Mental Health, Emotional Intelligence of corporate personnel. This Yogic Package will harness the mind, which in turn lead to harmonious, healthy and successful life.

**Traci A. Statler, Ph.D, and Amy Wheeler Department of American college of sports Medicine (ACSM), New Orleans 2007**

This Study reports yoga can lessen anxiety, heighten concentration and improve motivation in this study 84 participant of averaged age 24 were selected, most participants were female. Yoga classes were given for three months. Participates completed three standard assessments to measure their concentration, motivation and anxiety level statistical analysis indicates significant increases in concentration & Motivation of subjects.

**Dr. Pandya Pranav & Dr. Kumar kamakhya (2007)**

In his study on Yoga Nidra & its impact on human Physiology, observed a significant change on the pulse rate, respiratory rate, blood pressure and Galvanic Skin Response (GSR).

**Oken BS, Zajdel D, Kishiyama s, Flegal k, Dehen C, kraemer DF, Lawrence j, Leyva J. Department of Neurology and Behavioral Neuroscience, USA (2006)**

The aim of the study was to determine the effect of yoga on cognitive function, Fatigue, Mood and Quality of life in elderly Volunteers. In this randomized, controlled trial comparing yoga, exercise and waiting list control groups, 135 generally healthy men and women aged 65-85 years were randomized to 6$^{th}$ months of Hath yoga class, Walking exercise class, or waiting list control. Outcome assessment performed at baseline and after the 6$^{th}$ month period included a battery of cognitive measures focused on attention and alertness; Sf-36 health select quality of life; Profile of mood states; Multi Dimensional Fatigue Inventory and physical Measures related to the interventions. The Yoga Intervention Produced improvement in Physical measures as well as a no of quality of life measures related to sense of wellbeing and energy compared to controls.

"Yoga is the answer for healing stress among working men and women. This all in one formula that is acting as a soothing agent for the burned- out Indian corporate is only growing on the popularity charts. Yoga means different things to different people because it encompasses various aspects that affect an individual's life.

The techniques of yoga comprise physical postures (asana), breath expansion and enhancement (pranayama), relaxation techniques, meditation, lifestyle management and philosophies to live a positive life. It has been attested by many as a complete all-in-one holistic formula for stress management." **(Corporate yoga, 2006)**

(2004)

The aim of this study is to see the effects of a course of Iyengar Yoga on a group of mildly depressed young adults. 28 volunteers with mild depression, who had no previous experience of yoga, were divided into yoga group and waiting list controls. The subjects in the Yoga group attended a twice weekly one hour Yoga class for 5 weeks; Outcomes measures included Beck depression Inventory, state-Trait Anxiety Inventory, Profile of mood states and morning cortisol levels. The volunteers who attended the yoga Course experienced significant decrease in self-reported symptoms of depression and trait anxiety.

**Compbell, debra e., Kathleen, a., and moore (2004)**

This study conducted on yoga preventive and treatment for depression, anxiety and stress on 85 subjects. T he Yoga classes were designed as a six week program incorporating breathing technique (pranayama), exercise for strength, vitality and flexibility meditation. The aim of this process was to enhance self awareness, encourage the perspective that emotional state are some what transient and encourage a self accepting and calm attitude through concentrating on synchronizing gentle movement and breathing by development calmness, self acceptance, a balanced perspective and enhanced concentration. Results reveal significant effect of yoga on self awareness.

**Rajknowd Roopsmita, Psychology Department, D.U.(2002)**

In this study sample consisted of 60 IAS officers divided in two groups on the basic of age. Group 1 consisted of officers in the age group of 30-45 years and Group 2 was 42-60 years. Incidental Sampling was used. It may be observed that G 2 is slightly higher on the EQ score as compared to G1. This indicates development of EQ with age.

**Cunnigham, Mala, M.(2000)**

The author studied on 110 backhigom industrial employers who learned one of the two techniques Meditation and breathing exercise meditation and progressive breathing exercise to practitioner and Meditation and Pranayams showed in 6 months Psychological significance more symptoms reduction the author concluded that Meditation and Pranayams training has Considerable value for anxiety and stress management programs in Organizational settings.

**Roy, King, Brownstone, Ann, Nagendra and Jill (1999)**

This study explored the effect of pranayam on 120 middle and top level management people. In this study participant were instructed to practice daily 10 weeks change in anxiety was determined by psychological assessment.Results revealed overall psychological improvement in 45% of the subjects.

**Bera, Gore, OAK, Scientific Research Department Kaivalyadhama, Lonavala (1998)**

In this study the recovery from induced Physiological stress in shavasana and two other postures (resting in chair and resting supine posture) was compared. 21 males and 6 females (21-30yrs) were allowed to take a rest in one of the above postures immediately after completing a scheduled treadmill running. The recovery was assessed in terms of Heart Rate (HR) and Blood pressure (BP). HR and BP have measured before and every two minutes after the treadmill running until they returned to the initial level. The results revealed that the effects of stress were reversed in significantly shorter time in shavasana as compared to the resting posture in chair and in a supine posture.

**Mangalteertham sannyasi (1998)**

On the basic of his study he concluded that the practice of Yoga Nindra brings alpha dominance in the brain, which is characterized by mental relaxation.

**Raghuraj P, Ramakrishna AG, Nagerndra HR, Telles S (1998)** have found that practice of nadishodhan pranayama result in alteration of autonomic balance towards the parasympatheric side whereas bellows type of pranayama like kapalbhati increases the sympathetic activity.

**Raju Ps, Madhavi S, Prasad KV (1994)**

Have reported that pranayama training improves the work efficiency as demonstrated by less oxygen consumption for a given work done. They also found that pranayama trained subjects can achieve a significant higher work rate which is associated with less increase in blood lactate and an increase in lactate ration. They concluded that pranayama training improves work performance with less utilization of energy for a given work done.

**Latha D., Kaliappan K.V., (1992)**

Research from the university of Massachusetts Medical School found that our capacity to make informed decisions and to effectively handle stress in fast – paced business situations rely on our capacity to be focused and present. No matter your age, strength or flexibility level, yoga is for every one. Yoga combines physical activity with breath to reduce stress, control weight, relieve lower back pain, and enhance focus.

## STATEMENT OF THE PROBLEM

Effect of Yogic Package on Mental Health, Emotional Intelligence and Work Motivation of subjects from Corporate House in the age range on 25 to 50 years.

## OBJECTIVES OF THE STUDY

- To assess the effect of Yogic Package on Emotional Intelligence of corporate people.
- To assess the effect of Yogic Package on Mental Health of corporate people.
- To assess the effect of Yogic Package on Work Motivation of corporate people.

## VARIABLE

### INDEPENDENT VARIABLE

**YOGIC PACKAGE (55 minutes)**

1. OM & GAYATRI MANTRA CHANTING (05 minutes)
2. ASANA (20 minutes)
   (Tadasana, Triyaktadasana, Katichakrasana, Vakrasana, Ushtrasan, Sashankasanabhujangasa, Pawanmuktasana, Naukasana, Dhnurasan)

3. RELEXATION (10 minutes)
   Yoga Nindra & Instant Relaxation Technique (IRT)

4. PRANAYAMA (12 minutes)
   (Nadi Shodhan & Bhramari)

5. LIFE STYLE INTERVENTION (05 minutes)

### DEPENDENT VARIABLE

- Mental Health
- Emotional Intelligence
- Work Motivation

## DESCRIPTION OF THE VARIABLES

### ASANA

Asana or postures con note a large number of different postures by the practice of which ever body can hope to get not only rest steadiness in bodily health but also attain a tranquility of the mind. In Hatha Yoga Pradipika an asana is defined as:

हठस्य प्रथमांगत्वादासनं पूर्व मुच्यत्यें
कुर्यात्तदासनं स्थैर्यमा रोग्यं चांगलाघवम् 1/17

Asana is spoken of as the first part of Hath Yoga. Having done asana one gets steadiness of body and mind, diseaselessness and lightness of the limbs.
Asana is a specifics position which opens the energy channels and psychic centers. Hatha yoga is a process through which purification and control of the body take place by restructuring the pranic flows.
Accogding to patanjali's yoga darshan:

स्थिरं सुखमासनम् 2/46

It says, asana is that which contribution to stability and comfort. The stability of both body and mind together would lead us to a sense of well being. Asana stretches and tones all part of our body including muscles and ligament and also improves blood circulation. Asana specially designed to regulate the physical and physiological function of the body. And these help restore the different body part.

## PRANAYAMA

Pranayama is an important, part of yoga it is the fourth part of the eight- fold yoga described in the Yoga Sutra of Patanjali. In yoga sutra pranayama is defined as the **science of cleansing, balancing and gaining control over the prana in the human system.** Pranayama may be considered to be an intermediate between physical and mental level of human being.
Pranayama is a technique through which the quantity of prana in the body is activated to a higher frequency, by practicing pranayama a certain amount of heat or creative force is generated throughout the entire body, influencing the existing quantum of prana. It helps us to discover the great life- force, (prana) that exists both within and around us. By learning to control our breath, one can gain control over emotions and mental states also. Through pranayama becoming aware of your breath, we gradually become more sensitive to our mind and to the flow of energy throughout the body and a stronger energy awareness developed within us. How we breathe affects the heart, brain and nervous system with a direct correlation between breath and mental health and well- being.

## RELAXATION

Relaxation techniques can be widely applied in the modern world to improve the quality and happiness of human life. Yoga nindra is the best, cheapest and most permanent method of inducing deep relaxation of the entire human structure and personality. It acts directly in eradicating deep rooted psychological complexes, neuroses inhibitions etc. it is an advanced psychiatric tool. Yoga nindra helps to remove a vast number of ailments that are predominantly mental in cause, such as high blood pressure. Psycho-physiological rejuvenation of the entire human organism can be brought about by yoga nindra.

IRT is an excellent technique to reduce workplace stress and re-charge. It senhances individual health and well being and may have appositive effect on

productivity. By IRT physical, pranic and mental levels of man are directly recharged.

## LIFE STYLE INTERVENTION

It helps to promote health, Integrate good things in one's way of living, Discard everything bad, Establish all round harmony, Improve efficiency, Gain better physical, mental, moral and spiritual health, and Improve personality.

## MENTAL HEALTH

Mental Health is working of balanced Personality whose objective is to provide more peace harmony and satisfaction to the human. Mental Health is that state of health in which the person does not feel any short of problem in his daily working life and feel himself secure and active success in adjustment of both external and internal environment which unites his Personality. Sovik Rolf (2003) Mental Health refers to how good you feel about yourself and how well you cope with the day to day demand of your life when you are healthy, you like and accept yourself for who you are? According to W.H.O. Mental Health is not only related to the person but all to the group of people in which he lives society which is the part of group and social institutes which directed the Major Part of his life style working Procedure.

**Spence Laschinger, Heather K. Ph.D, RN; Havens, Donna Sullivan Ph.D. (1997)** Occupational Mental Health has been linked to productivity and other desired organizational outcomes such as commitment and satisfaction. Mental Health may include an individual's ability to enjoy life and procure a balance between life activities and efforts to achieve psychological resilience.
Mental Health can be conceptualized as a state of well being in which the individual realizes his or her own abilities, can cope with normal stresses of life, can work productively and fruitfully and is able to make a contribution to his or her community.

## EMOTIONAL INTELLIGENCE

It is no secret that Emotional Intelligence plays a vital role in both happiness and success in life. Emotional Intelligence is the ability to manage and use your emotions in positive and constructive ways. It's about engaging with others in ways that draw people to you. Emotional Intelligence is also about recognizing your own emotional state and the emotional states of others. **Goleman (1995)** emotional intelligence refers to emotional awareness and emotional management skills which provide the ability to balance emotion and reason so as to maximize long- term happiness. Emotional intelligence helps in business and professional interactions as well as family relationship. It has a number of applications in organizations, business and non- business. It can be instrumental in many areas in

the workplace and can achieve organizational development. On the basic of various researches, psychologist have concluded that in the present fast changing environment, one needs more than just brain to run the business. Some of the immediate benefits of emotional intelligence are increasing productivity, speeding up adaptation to change, developing leadership skills, stimulating creativity and cooperation, improving work environment, reducing stress level and frustration and developing the sense of competence.

## WORK MOTIVATION

Work Motivation is a key element in business series. Top Performers are always motivated people. Motivation is a productivity Factor in Industry. According **Abuja K.K. (1995)** Motivation is the action that impels or urges an individual to assume an attitude generally favorable towards his work leading him to perform satisfactorily. Motivation is a process that starts with a Psychological & Physiological deficiency or need that activates behaviors or drive that is aimed at a goal or Incentive. In Industries motivation helps the employee to look for better way to do a job, it makes employee to realize Organizational goal and increase their productivity. Motivation inspire employee with zeal to do work for the accomplishment of objectives of the organization.

Motivation is an effective instrument in the hands of management for inspiring and creating confidence in the work force that they are capable of achieving sparkling results.

## HYPOTHESIS

1 There is significant positive effect of Yogic Package on Emotional Intelligence of corporate subjects.
2 There is significant positive effect of Yogic Package on Self awareness of corporate subjects.
3 There is significant positive effect of Yogic Package on Empathy of corporate subjects.
4 There is significant positive effect of Yogic Package on Self Motivation of corporate subjects.
5 There is significant positive effect of Yogic Package on Emotional Stability of corporate subjects.
6 There is significant positive effect of Yogic Package on Managing relations of corporate subjects.
7 There is significant positive effect of Yogic Package on Integrity of corporate subjects.
8 There is significant positive effect of Yogic Package on Self development of corporate subjects.

9 There is a significant effect of Yogic Package on Motivation of corporate subjects.

10 There is a significant effect of Yogic Package on Commitment of corporate subjects.

11 There is a significant effect of Yogic Package on Altruistic behavior of corporate subjects

12 There is a significant effect of Yogic Package on Work Motivation of corporate subjects

13 There is a significant effect of Yogic Package on Mental Health of corporate subjects.

## RESEARCH METHODOLOGY

**RESEARCH DESIGN:** In the present investigation randomized pre- post control group design will be used.

**SAMPLING PLAN:** Sample will be selected by simple random sampling and then will be assigned to control and experimental group randomly. There age range will be 25 to 50 years.

**SAMPLE SIZE:** The sample of the present study will consist of 120 subjects (60 in experimental and 60 in control group) of corporate.

## RESEARCH TOOLS:

1. Employee's Mental Health Inventory (EMHI) (Dr. Jagdish)
2. Emotional Intelligence Scale (EIS) (Anukool Hyde, Sanjyot Pethe, Upinder Dhar)
3. Work Motivation Questionnaire (WMQ) (K.G.Agarwal)

### THE SCHEDULE FOR INTERVENTION:

After selecting sample by Simple Random Sampling, subjects will be divided into experimental and control groups. The Yogic Package for Mental Health, Emotional Intelligence and Work Motivation will be administrated for one hour for 45 days on experimental group, no intervention will be given to control group.

### PLAN OF ANYLYSIS:

T-test and chi square test will be used to test the hypotheses.

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